

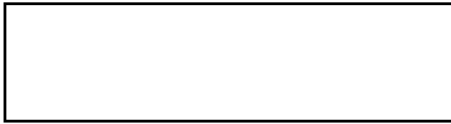
| | | |
|--|----------|-----------|
| TRANSMITTAL SLIP | | DATE |
| | | 4/22 |
| TO: <i>Stam</i> | | |
| ROOM NO. | BUILDING | |
| | | |
| REMARKS: | | |
| <p><i>Attached viewgraphs used in OMB briefing (Keith Hall) 0900 22 April. all but 3 shown.</i></p> <p><i>Pete</i></p> | | |
| FROM: | | |
| ROOM NO. | BUILDING | EXTENSION |
| | | |

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APR 82

Pete

STAT



advises that

you and Stan should be
 prepared to discuss impact on
 FTE if we go over ceiling
 with Keith Hall OMB.

next Thursday at 9 AM.

There will be a Comptroller
 preparatory meeting next Wednesday
 AM. Gene is checking with
 Dave Yager as to the specific
 time

See Dave before Wed.

at ceiling
 over ceiling
 FTE at

1:30

1:30.

General comments on
 ceiling of EOB.
 Different plans of
 EOB's.

Situate people
 FTE consequences.

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SPD
4-13-82

1. Estimated Attrition (1 Apr - 30 Sep 82) = Full-time)
 2. Under ceiling (as of 1 Apr 82) =
 3. Full-time EOD's required to reach ceiling at end of FY 82 =
 4. Full-time applicants in process (including fully cleared and set to EOD) =
 5. Capability to Exceed Ceiling =
 6. Cost to Exceed Ceiling = \$1,015,000
- (Salary = \$930,000)
(EOD Travel = \$85,000)

25X1

* We can expect to EOD full-time applicants from those currently in process: (professionals - clericals -). This would place the Agency over ceiling at the end of FY 82.

25X1

In addition, we will place new applicants in process through April and can expect to have of them EOD in FY 82. (Professionals clericals).

NOTE: Our current recruitment effort is concentrated on a nine-month projection of full-time staffing needs which currently totals professionals, clericals).

25X1

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The impact of not being able to hire against 1983 ceiling for the balance of FY 1982.

1. Here are some examples of priority tasking without ceiling positions that will result in a delay in the program implementation or that will adversely impact on staffing elsewhere.

- 25X1 ° OSO has a program which has been funded and operational since FY 81 requiring ☐ positions, yet there is no ceiling authorization planned until FY 83.
- 25X1 ° OD&E has accepted responsibility for an on-going national program that requires ☐ positions yet no positions have been made available during this fiscal year.
- ° OD&E is currently recruiting to fill ☐ positions of a Data Communications Group and expects to staff with ☐ positions when this program is fully operational in 12 to 18 months. Candidates for this program require 5 to 10 years of technical experience and must be hired whenever found. 25X1 25X1
- 25X1 ° OTS has now scheduled 44 two-week counterterrorist training programs which require ☐ people who must be shifted from elsewhere in their organization. This shortage of personnel is requiring a cutback in their equipment research and equipment quality control which could easily have a detrimental impact at a later date when this equipment is necessary.
- ° The Office of Communications has been tasked to provide personnel for the National Intelligence Emergency Support Staff as well as project CRAFT which will draw ☐ technicians from other activities. This is expected to result in a severe cutback in communications elsewhere, particularly, overseas. 25X1

2. If we are required to freeze hiring because of ceiling limitations during this fiscal year, the following must be considered:

- ° Our recruiters of technical and scientific applicants from college campuses must compete against 8 to 10 offers from organizations often providing immediate employment. If required to delay beyond our original discussions on hiring or into fall, we will easily lose many of these top candidates. Replenishing such candidates from college campuses takes another 12 months in the college recruitment cycle.
- ° Assuming our normal self-cancellation rate, it is estimated that 45-50 people will cancel their employment applications with us if their entry-on-duty with us is delayed until October 1982.

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- ° Ceiling limitations that restrict the hiring in the last five months of FY 1982 and which force delays in starting the Ops Officer, Communications Technician, and Security Officer training programs. Even though some of the classes can be delayed until October, we can expect to lose a number of the candidates to other potential employers.
- ° Additional tasking without additional ceiling positions could force a reduction in force (RIF) review of available personnel who may not have the technical background to shift into the higher priority new programs.
- ° The need to input additional personnel into training for Ops Officers would mandate the reallocation of ceiling within the Agency.

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